SHAYKHDOM OF ABU DHABI

ABU DHABI DEFENCE FORCE

1. AGREEMENT made this 8th day of January 197[illegible] between the COMMANDER, ABU DHABI DEFENCE FORCE, acting on behalf of the RULER OF ABU DHABI, (hereinafter referred to as the 'COMMANDER') for the one part and LIEUTENANT G.H. MILLAR for the second part (hereinafter referred to as 'THE OFFICER')

2. The Officer will loyally and faithfully serve the Ruler. He will diligently and faithfully perform the duties of his office as LIEUTENANT or any other office to which he is appointed by the Commander for the term of his engagement and further will carry out all such duties in accordance with the orders and instructions issued to him directly or indirectly by the Commander or by any other officer duly authorised by the Commander in accordance with the Laws and Regulations of the Shaykhdom.

3. The term Commander means in the Agreement the officer commanding the Abu Dhabi Defence Force within the powers vested in him by the Ruler of Abu Dhabi, who is the Sovereign and Commander-in-Chief of his Armed Forces.

4. The Officer shall receive a monthly amount of pay and allowances in Bahraini Dinars deposited to his credit in a Bank in Abu Dhabi in accordance with his rank and at the rates authorised by The Ruler in Abu Dhabi Defence Force Budget. Such pay and allowances shall not be less than those authorised in Clause 6 hereof at the date of signature of this Agreement.

5. This Agreement shall be subject to the Clauses and Conditions laid down in the attached schedule which will be read and construed as part of this Agreement.

6. The rate of Pay and Allowances as laid down for the rank of the officer signing the Agreement at the time of signature is Dinars (Bahraini) monthly, exclusive of ration allowance.

As witness our hands this day and year above written:-

Signed ..... per pro
(on behalf of the Ruler)

Signed .....

In the presence of .....

Address .....

.....

Occupation .....

SCHEDULE

(Forming part of the Agreement attached hereto)

1. PERIOD OF SERVICE

Subject to a probationary period of three months during which time the Ruler may dismiss the officer without penalty, the present period of service under this Agreement shall be for three years from the 8th day of January 19 70 to the 8th day of January 19 73 For all purposes, including leave privilege, this Agreement shall be considered to begin on the date the officer leaves the United Kingdom or other agreed place for Abu Dhabi, that is on the 8th day of January 19 70 This Agreement may be renewed for a further period in accordance with Clause 14 of this Schedule provided that the period stipulated above shall include all periods of leave granted to the officer or to which he is entitled.

2. DUTIES

The duties of the officer will include all the ordinary duties of the office in which the officer is serving and any other duties which the Commander shall order him to perform. The Officer will reside in such place and occupy himself in such manner as the Commander or his properly appointed Deputy, shall direct. The officer will not either directly or indirectly engage or be concerned in any other business or service whatsoever or receive commissions or profits of any kind but shall devote the whole of his time and attention to the service of the Ruler and the Abu Dhabi Defence Force and shall do his best at all times to promote the interests of both.

3. TRAVELLING EXPENSES

(a) The officer will be provided on first appointment to the Abu Dhabi Defence Force with a free passage from his home in the United Kingdom or such other agreed place, to Abu Dhabi in tourist class accommodation by air, as the Commander may consider is in the best interests of the Force.

(b) On final termination of his appointment, subject to the terms and conditions of Clause 11 of this Schedule, the officer will be provided with a free passage in tourist class accommodation by sea and/or Tourist class accommodation by air to his home in the United Kingdom or other agreed place.

(c) The officer will be entitled to receive a refund of any reasonable expenses incurred by him on account of bed and board for night stops over and above the cost of the passages during the initial and termination journeys.

(d) The officer will be provided on first appointment and on final termination of this Agreement with free transportation of his baggage and personal effects from and to the United Kingdom or such other agreed place, up to a total cost of Twenty-Five Bahraini Dinars for each journey. Such free transportation shall be granted by the most suitable means as directed by the Commander.

4. SALARY

(a) The officer will start to receive the full pay of his rank on the date of his departure from the United Kingdom, or other agreed place for Abu Dhabi, provided that he travels by the quickest and most direct means as ordered by the Commander.

(b) The officer's pay and allowances will be free of SHAYKHDOM Income Tax.

5. ACCOMMODATION

The officer will be provided with free bachelor accommodation having a simple scale of furniture together with Mess facilities. Married accommodation may be available in future.

6. ALLOWANCES

(a) Ration: The officer will be entitled to receive Ration Allowance at the rate authorised by the Ruler in the annual Budget of the Abu Dhabi Defence Force. And on such terms and conditions as may be approved and authorised by the Commander within the powers vested in him.

(b) Outfit: The officer will receive B.D. 120 initial outfit allowance as a one time payment. He will be liable to refund this amount in full if he is dismissed or resigns during the probationary period. He will refund half the amount should he, for any reason, leave the force within 12 months of first appointment.

7. MEDICAL

The officer will be provided with free medical treatment and hospitalization, during his period of service with the Abu Dhabi Defence Force, as far as the Shaykhdom and the Abu Dhabi Defence Force medical and hospital facilities permit provided that:-

(a) where the medical or hospital facilities are inadequate properly to provide the treatment recommended by the Medical Authority appointed by the Commander, the officer will be provided with free treatment and/or hospitalization at the nearest place outside the Shaykhdom where suitable facilities exist.

(b) The officer will not be provided with free treatment and/or hospitalization in the United Kingdom in which country he is expected to contribute to the National Health Insurance Scheme, and to avail himself of the facilities provided thereby.

(c) The officer may be granted up to three months sick and/or convalescent leave on full pay on the advice of the appointed Medical Authority, and at the discretion of the Commander within the powers vested in him. Further sick and/or convalescent leave will be at half pay, and limited to a further period of three months. After six months sick and/or convalescent leave the officer may be asked to resign or may be discharged on medical grounds in accordance with the terms and conditions in Clause 9 of this Schedule. Sick and/or convalescent leave on full pay will only be granted consecutive to ordinary leave or vice versa on the authority of the Commander.

8. LEAVE

The officer will be entitled to leave of absence authorised by the Commander in accordance with the following conditions and subject always to the exigencies of the service:-

(a) Subject to the foregoing conditions the officer will be entitled to sixty days privilege leave of absence in each year of his service.

(b) Such periods of privilege leave of absence shall be exclusive of travelling time provided the officer travels by the quickest and most direct route to the United Kingdom, or other agreed place. For this purpose a maximum of an additional eight days leave of absence will be permitted for the return journey.

(c) When travelling on annual privilege leave of absence the officer will be entitled to receive a free first class passage by sea, and/or Tourist class by air return to his home in the United Kingdom, or other agreed place.

(d) The officer may not accumulate annual privilege leave of absence EXCEPT THAT if, in the opinion of the Commander, exigencies of the service prevent the officer from taking his normal leave entitlement when due, he shall be permitted, with prior approval of the Commander, to accumulate from one year's entitlement only to the next year.

(e) The officer will NOT be entitled to receive annual privilege leave of absence if he resigns or is discharged within the first twelve calendar months of this Agreement.

(f) Local leave of up to a maximum of seven days in each twelve months period of service may be granted to the officer at the discretion of the Commander. Such local leave of absence may be spent anywhere outside the Shaykhdom desired by the officer but he will NOT be entitled to receive any travelling expenses or free passages.

(g) Compassionate leave of absence up to a maximum of thirty days may be granted to the officer in special circumstances at the discretion of the Commander. Such periods of compassionate leave of absence will be afforded at half pay and the officer will NOT be entitled to travel expense or free passages. The officer may, however, be granted compassionate leave up to a maximum of thirty days on full pay against future privilege leave of absence, at the discretion of the Commander, provided that the officer has already served one full year of his period of service.

9. RESIGNATION OR DISCHARGE ON MEDICAL GROUNDS

If the duly appointed Shaykhdom Medical Authority shall at any time certify the officer as mentally or physically unable to perform his duties efficiently owing to a disability incurred as a direct result of his service with the Abu Dhabi Defence Force, he may be asked to resign or ordered to perform other duties. If asked to resign and provided that the disability shall not have been caused by the officer's own misconduct, he will be entitled to:-

(a) Free passage return first class by sea and/or Tourist class passage by air to his home in the United Kingdom or his country of residence as approved by the Commander.

(b) Any leave due to him for a period proportionate to his period of service in accordance with Clause 8 section (a) of this Schedule.

10. DEATH OR INJURY

Compensation will be paid to the officer, or his next of kin in the case of death, if he be killed or injured whilst on military duty, at the scales set out below:-

SCHEDULE OF COMPENSATION

(i) Death.	£2,500
(ii) Permanent total loss of sight of both eyes.	£2,000
(iii) Permanent total loss of sight of one eye.	£1,000
(iv) Loss of two limbs.	£2,000
(v) Loss of one limb.	£1,000
(vi) Permanent total loss of sight of one eye and loss of one limb.	£2,000
(vii) Temporary total disablement.	½% of total amount per week up to 52 consecutive weeks for any single disablement.

No compensation will be paid for death or injury resulting:-

(a) from attempted suicide or intentional self injury or from the officer's own criminal act or sustained whilst the officer is in a state of insanity.

(b) directly or indirectly from disease or natural causes, or from medical or surgical treatment except where such treatment is rendered necessary by bodily injury caused by accident on military duty.

11. DISMISSAL

The officer may be dismissed at any time during the period of his service for misconduct as a result of disciplinary action taken against him in accordance with the Regulations of the Abu Dhabi Defence Force. In case of such dismissal the officer will forfeit all rights and privileges accorded to him under this Agreement.

12. TERMINATION OF AGREEMENT

(a) The Commander with the approval of the Ruler may terminate this Agreement at any time by giving the officer three months notice of his intention to do so or three months pay in lieu of notice. In this case the officer will retain all rights and privileges accruing to him under this Agreement.

(b) The officer undertakes to serve the full period of this Agreement as specified in Clause 1 of this Schedule hereof and he may only terminate his engagement after six months service and then only by submitting to the Ruler through the Commander, notice of such intention to terminate the Agreement three months in advance. If the officer ends his engagement other than in accordance with the above undertaking he relinquishes all rights and privileges accruing to him under this Agreement.

13. LIABILITY FOR DAMAGE

In the event of the officer causing financial loss or damage to Abu Dhabi Defence Force or Shaykhdom property through negligence or failure to carry out any order or other instructions he will be liable, subject to the finding of a properly constituted Court of Enquiry, to make good in whole or in part any such damage or loss for which the Commander shall have authority to recover from the pay and allowances of the officer.

14. RENEWAL OF AGREEMENT

Three months prior to the expiration of this Agreement the officer will intimate in writing to the Commander, Abu Dhabi Defence Force, whether or not he wishes to continue his service. This Agreement may then be renewed, at the discretion of the Commander for a further period to be mutually agreed upon. The officer will receive notice of this decision within fourteen days of receipt of his application.

15. It is hereby understood and agreed that the terms and/or conditions of this Agreement shall take precedence over any Regulation or Ordinance of the Shaykhdom subsequently to be enacted if the introduction of such Regulation or Ordinance would have the effect of rendering the terms and conditions of this Agreement less favourable to the serving officer than they are at the time of signature of this Agreement.

EXPATRIATE CONTRACT OFFICERS

New Pay Scales

Monthly Rates

Effective from 1 Apr 68

SINGLE

Year	2/Lieut	Lieut	Capt	Major	Lt Col	Senior Officer
	B.D.	B.D.	B.D.	B.D.	B.D.	B.D.
1	210	270	330	390	460	520
2	222	282	342	404	472	542
3	234	294	354	418	484	564
4	246	306	366	432	496	586
5	258	318	378	446	508	608
6	270	330	390	460	520	630

MARRIED

1	250	310	370	430	500	560
2	262	322	382	444	512	582
3	274	334	394	458	524	604
4	286	346	406	472	536	626
5	298	358	418	486	548	648
6	310	370	430	500	560	670

Expatriate Officers Uniform Allowance

Major and above: BD 265.000 initial grant and BD 20.000 per annum.
Captain and below:BD 240.000 initial grant and BD 20.000 per annum.

Expatriate Officers Ration Allowance

Ration Allowance at BD 1.333 per day.

Air Wing Officers

Flying Pay - BD 24.000 per month.
Flight Comd Increment - BD 19.000 per month. (Officers at Flt Lt rank placed in command of flts).

VIP Rating - BD 9.500 per month.

Instructor Rating - BD 9.500 per month.